

Recruitment and Retention “Sharing the Wayne Way”

Department of Human Resources
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Board Report - September 23, 2019

Human Resources Department

Certified

Hiring
Strategic Planning of Dept
Supervise Transportation
Evaluations
Safe Schools Training
Employee Handbook
Board Policy Updates
Complete Various Reports
Retirement Planning
School Board Reports
Chief Negotiator
Terminations
Evaluation Committee
PD for New Administrators
Salary Analysis
Student Teacher Placements

Classified

Hiring
Adult Education Certifications
FMLA Determinations
Evaluations
Safety Committee
Unemployment Hearings
Evaluations
Complete Various Reports
Terminations
SearchSoft Contact
Annual School Calendar

Recruitment Fairs

FMLA

Retention Efforts

Legal Matters

Data Analysis

2019-2020 Employees

1,102 - Classified staff

1,208 - Certified Staff

2,310 - Total

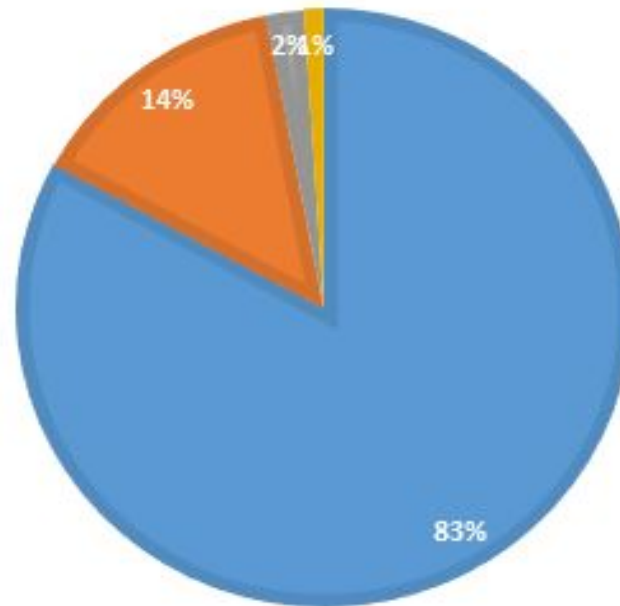
2019-20 Staffing

	TOTAL Teaching Staff	Classified Staff
	1,208	1,102
Female	72%	73%
Male	28%	27%
White	86%	63%
Black	10%	26%
Hispanic	1%	9%
Multiracial		
Asian		
American Indian/Alaskan		
Hawaiian		

2019-20 Staffing Data (new)

ETHNICITY

White Black Hispanic Asian



Female	75%
Male	25%

Historical data...Teachers

- 2010-11 - 92 hires (8%)
- 2011-12 - 140 hires (13%)
- 2012-13 - 139 hires (13%)
- 2013-14 - 101 hires (9%)
- 2014-15 - 115 hires (10%)
- 2015-16 - 110 hires (10%)
- 2016-17 - 110 hires (10%)
- 2017-18 - 90 hires (8%)
- 2018-19 - 83 hires (7.5%)
- 2019-20 - 79 hires (6.5%)

How do we compare?

<u>District</u>	<u>Certified</u>	<u>Classified</u>
Perry	6%	23%
Center Grove	6%	12%
Wayne	6.5%	18%
Avon	7%	18.5%
Franklin Twp	10%	28%
Marion	11%	24%

Districts self reported

Of those who left Wayne...

79 teachers have retired or resigned (6.5%)

- 22 - Another School District (closer to home, promotion)
- 22 - Retirement
- 10 - Moved out of State
- 8 - Career Change
- 6 - Stay Home
- 5 - Performance
- 5 - Graduate School
- 1 - Deceased

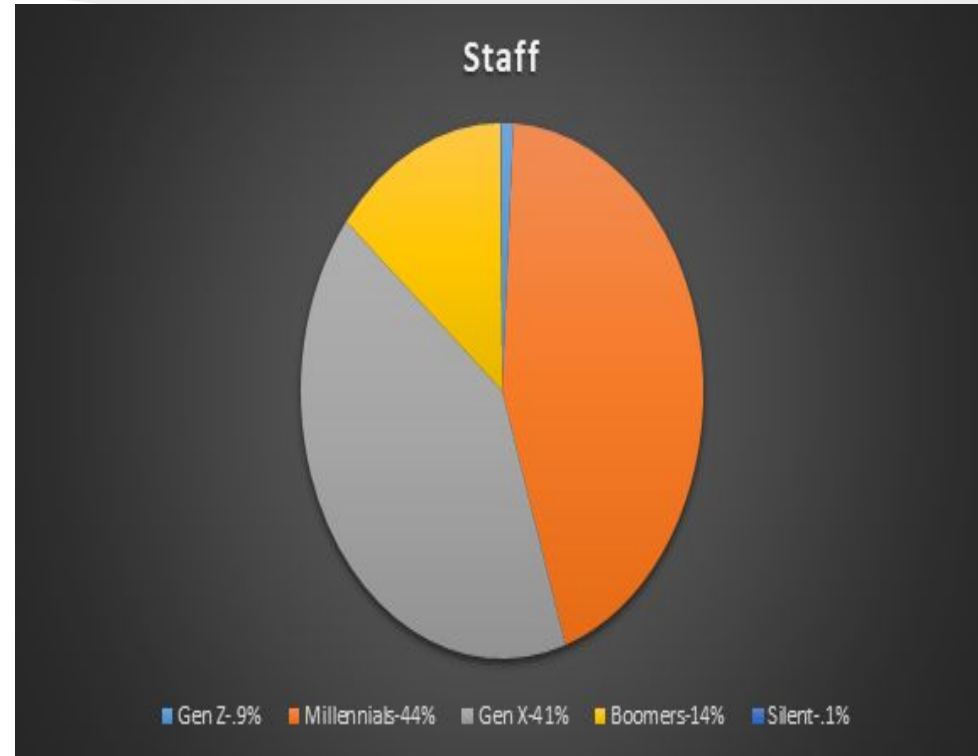
Current Staffing Trends

Out of total certified staffing
2018-19...

- .9% - Generation Z (0 - 23 yrs.)
- 44% - Millennials (24 - 38 yrs.)
- 41% - Generation X (39 - 53 yrs.)
- 14% - Boomers (54 - 73 yrs.)
- .1% - Silent (74 - 90 yrs.)

<http://www.careerplanner.com>

/Career-Articles/Generations.cfm



Generation Z

- The newest generation to enter the workforce is known as generation Z.
- They are “true digital natives” who have only known the smartphone and social media.
- Their young lives have been exposed to the “war on terror” and the “great recession.”
- This is the most multicultural generation yet, with many more self-identifying as “mixed-race.”

Generation Z

- This generation is described as
 - Hardworking
 - Anxious
 - Mindful
 - Pragmatic
- Early studies show that generation Z is concerned about sensible careers, pension plans, and long-term planning.

Williams, Alex. Move Over, Millennials, Here Comes Generation Z. The New York Times. Sept. 18, 2015

What does this mean for us?

- Wayne teaching staff reflects the social thinking associated with aforementioned traits
- Retention of staff directly impacts students and the overall organization
- Intentional efforts to address the needs of teachers will benefit students and the mission of our school district.

Share the Wayne Culture

- It's important to share the Wayne story.
- Our brand serves as the introduction to our school district.
- Employment experience: recruitment, onboarding, benefits & compensation, and retention all become the Wayne experience.

Why Wayne?

2019 Newly hired teachers report:

- 89% - Opportunity to create significant change in the lives of children
- 80% - Work culture of district
- 51% - Professional Development Opportunities
- 46% - Demographic makeup of school district
- 39% - Salary
- 26% - Benefits

Healthy Culture: The Ultimate Recruitment and Retention Strategy

- “A district needs to have a clear sense of who they are; in knowing what values drive the organization.”

Hryciw, K., Perspectives, AASPA, August - October 2019.

The Wayne Culture...

- Open dialogue about compensation and benefits provides transparency and understanding of philosophy.
- Continued professional development and training opportunities is an investment in the individual and the overall organization.
- Fostering a sense of belonging and inclusion perpetuates the Wayne culture.

The Wayne Culture...

- Recruitment continues to be a focus. The District Based Alternative Certification program (DBAC) partnership with IUPUI is a partnership to create an opportunity for classified employees who desire to earn a teaching certification. 18-month program
- Wayne has 12 students who began student teaching today.

The Wayne Culture...

- Adult Education Courses, Training, & Certifications
 - Paraprofessionals and Microsoft applications
 - SafeServe and CDL programs are planned for future should there be interest in those career paths

Legislative Reminders

- Formal negotiations began September 15 and concludes by November 15
- Discussions can begin earlier
- Teacher Appreciation grant awards monies to those rated effective and highly effective on most recent evaluation. Highly effective teachers must receive 25% more than an effective teacher. More dollars were allocated during the last legislative session.

Recruitment

- **Student Teachers - in Wayne Schools**
- Teacher Candidate Interview Day (TCID)
- Multicultural Teacher Fair
- Purdue University
- Indiana University
- Indiana State University
- Ball State University
- Butler University

The Culture of Wayne begins day 1...

- Being an employee in Wayne Township is not just a job, but an experience that makes a positive impact in the lives of children.
- The human resources department strives to bring the employment experience in line with the mission, therefore, perpetuating the Great Schools, Great Community culture.

Continuing the Work...

- School Board Policy
- Behavioral Interview Protocol
- Evaluation Tool and Training
- “Human” in Human Resources

School Board Policy

- New Hires have introduction to Board policies and sign off on Basic Commitments
- All staff receive notice of Board Policies at the beginning of each school year
- Periodic updates are sent to all staff as they are Board approved

Behavioral Interview Protocol

Focuses on a candidate's past experiences by asking candidates to provide specific examples of how they have demonstrated certain behaviors, knowledge, skills and abilities.

Evaluation Tool & Training

- Collaborative group of teachers and administrators will review and revise the Wayne Evaluation Rubric in spring 2020
- Professional development will be provided for teachers and administrators.

“Human” in Human Resources

- “Me” work for the Human Resources Department
- Retreat focused in this area
- Strategies and solutions
- Support the Wayne culture

Thank you

Questions?????